

Policy, Privacy Statement and Disclaimer

VEC Website Disclaimer

Web Policy

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Accessibility Policy

Through its Web Accessibility Initiative (WAI), the World Wide Web Consortium (W3C) is promoting a high degree of Web access for people with disabilities. In coordination with organizations around the world, WAI is pursuing Web accessibility through five primary areas of work: technology, guidelines, tools, education and outreach, and research and development. To help support the WAI, www.vec.virginia.gov is complying with W3C guidelines for Web accessibility.

Document Accessibility Notice:

Hard copy documents are available for those unable to access or view the downloadable files on this website. Simply contact your closest [VEC Local Offices](#) [7], or by mail at:

Virginia Employment Commission
P.O. Box 1358
Richmond, VA 23218-1358

Disclaimer

www.vec.virginia.gov provides links to many web sites that are not controlled, maintained, or regulated by the Virginia Employment Commission or any organization affiliated with the Virginia Employment Commission, and as such the Virginia Employment Commission is not responsible for the content of those web sites. Use of information obtained from those web sites is voluntary, and reliance on that information should only be undertaken after an independent review of its accuracy. Reference at those web sites to any specific commercial product, process, or service by trade name, trademark, or otherwise does not constitute or imply endorsement, recommendation, or favoring by the Virginia Employment Commission. URL's under direct control of the Virginia Employment Commission can be found by [clicking here](#).

Linking Policy

All links to sites outside the Virginia Employment Commission web site will open in a new Browser

window. The Virginia Employment Commission (VEC) and the Commonwealth of Virginia provides links to many web sites that are not controlled, maintained, or regulated by the VEC or any organization affiliated with the Commonwealth of Virginia, and as such the VEC is not responsible for the content of those web sites. Use of information obtained from those Web sites is voluntary, and reliance on that information should only be undertaken after an independent review of its accuracy. Reference at those Web sites to any specific commercial product, process, or service by trade name, trademark, or otherwise does not constitute or imply endorsement, recommendation, or favoring by the VEC or any other State Government Agency. We try and screen all sites we include on our web site, but we cannot control the content they possess, thus any inappropriate information or links they have on their site, should be reported to the VEC and can be E-mailed to our Webmaster.

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Downloads and Plug-ins

www.vec.virginia.gov provides content in several formats that require plug-ins, or separate browser components, to properly view. All required plug-ins are free to use. If your browser or assistive technology can not view the content using the plug-in, please contact Customer Service for an alternate version of the content.

The Plug-ins used are:

[Adobe Reader](#) [11]

[Microsoft Word Reader](#) [12]

[Microsoft PowerPoint Reader](#) [13]

[Macromedia Flash Player](#) [14]

You can also [download and install Apache OpenOffice](#) [15]. Compatible with other major office suites, Apache OpenOffice is free to download, use, and distribute.

Privacy Policies

[Data Collection](#) [16] / [Cookies](#) [17] / [Child Privacy Act](#) [18] / [Contact Us](#) [19]

The following represents practices and procedures of www.vec.virginia.gov. www.vec.virginia.gov reserves the right to change these practices and procedures at any time without prior notice. The following is not intended and should not be interpreted as a contract of any nature, either stated or implied.

Individuals who visit www.vec.virginia.gov are important to us. Because visitors to our Web site are important, we do not capture personal information about them without their permission. We endeavor to ensure that we collect only the minimum amount of information needed to meet the purpose for which the network was created.

www.vec.virginia.gov may be required to collect personal information, such as a user's name and address, because of legal requirements or in order to provide customer services. In doing so we are subject to the requirements for administering information systems as established in the [Government Data Collection and Dissemination Practices Act, Chapter 38 of Title 2.2](#) [20] of the Code of Virginia.



Pages that appear after you click on a link may be controlled by a different agency or entity, whose practices are not under www.vec.virginia.gov's control.

We do collect personal information directly from individuals who volunteer to subscribe to one or more of www.vec.virginia.gov's premium services. Collecting personal information is necessary in order for www.vec.virginia.gov to deliver the services requested.

Fostering and maintaining the public's trust is a cornerstone of www.vec.virginia.gov. We appreciate the trust and confidence that you place in us by providing requested personal information.

Use, collection, and retention of customer information at www.vec.virginia.gov

For each visitor, we collect information about the Internet Protocol (IP) address, type of browser used, the date and time of the visit, and the IP addresses of the locations to which the visitor linked during his or her visit to our Web site. This information is strictly used for statistical reporting purposes.

We collect, retain and use personal information about our customers, other than mentioned above, only when they volunteer to subscribe to a www.vec.virginia.gov premium service. We only collect, retain and use personal information where we believe it is essential (and allowed by law) to administer our business and to provide products, services and other opportunities requested by our customers.

Google Analytics

This website MAY use Google Analytics, a web analytics service provided by Google, Inc. ("Google"). Google Analytics uses "cookies", which are text files placed on your computer, to help the website analyze how users use the site. The information generated by the cookie about your use of the website (including your IP address) will be transmitted to and stored by Google on servers in the United States. Google will use this information for the purpose of evaluating your use of the website, compiling reports on website activity for website operators and providing other services relating to website activity and internet usage. Google may also transfer this information to third parties where required to do so by law, or where such third parties process the information on Google's behalf. Google will not associate your IP address with any other data held by Google. You may refuse the use of cookies by selecting the appropriate settings on your browser, however please note that if you do this you may not be able to use the full functionality of this website. By using this website, you consent to the processing of data about you by Google in the manner and for the purposes set out above.

Use of "Cookies"

"Cookies" are small files either stored on a server or sent back to a visiting computer. In certain applications user information is stored as "cookies" of the type that are then sent back and stored on the user's computer. Any application or web page that uses cookies will identify itself as such. This information is handled in the same way as other user information obtained by www.vec.virginia.gov. No user information is gathered through cookies except for that needed to run the specific application.

Restrictions on the disclosure of customer information

We do not sell or rent our subscribers' information to any outside company or organization. We do not reveal specific information about subscribers or other personally identifiable data to unaffiliated third parties for their independent use, except if required to do so by the Virginia Freedom of Information Act or other law.

Protection of information via established security procedures

We maintain security standards and procedures regarding unauthorized access to customer information to prevent unauthorized removal or alteration of data.

Maintenance of accurate information

We have established procedures to ensure that information is as accurate and current as is practical to enable us to conduct business with you. Although we strive to do things right the first time, we also respond to requests to correct inaccurate information in a timely manner.

Limiting employee access to information

Our network manager is instructed to limit employee access to personally identifiable information to only those employees who need access in order to perform their assigned duties. The network manager is instructed to enforce with its staff their responsibilities in protecting subscriber's information.

Privacy issues relating to the Federal Child Privacy Act

The Federal Child Privacy Act regulates Web site's collection of personal information on users under 18 years of age. We do not intentionally collect such information on anyone we know to be under 18 years of age. If such information is inadvertently obtained, the minor's parent or legal guardian may [contact the VEC](#) [19] for a description of the specific types of personal information collected from the child and the options available to them under [law](#) [21] to ensure their child's safety.

Changes

The Virginia Employment Commission reserves the right to change this privacy policy as necessary.

Contact Us

We welcome your comments and invite you to contact us if you have any questions or concerns by contacting us:

Virginia Employment Commission
703 East Main St
Richmond, VA 23219
866-832-2363

Mailing Address:
P.O. Box 1358

Richmond, VA 23218-1358

Direct access to the VEC Administrative Offices in Richmond for TTY callers: 804-371-8050.

For easy access to Virginia Relay (Telecommunications Relay Service) dial "711", or use the toll free access numbers: 800-828-1120 (TTY), or 800-828-1140 (voice).

VEC Web Addresses directly relating to the Business of the VEC

- *.virginia.gov
- www.vec.virginia.gov
- www.vec.state.va.us
- vaemploy.com, .net and .org
- employva.com, .net and .org
- VirginiaLMI.com, .net and .org
- vaemp.com
- vaworkforce.com, .net and .org
- vaworkforcecouncil.com, .net and .org
- virginiaworkforce.com, .net and .org
- vaworkconnect.com, .net and .org
- vaworkforceconnection.com, .net and .org
- virginiaworkforce.com, .net and .org
- virginiaworkforceconnection.com, .net and .org
- www.tax.virginia.gov/ireg
- www.tax.virginia.gov/ifile
- *.virginiainteractive.org

**** NOTE **** <http://www.virginiaemploymentcommission.com> and <http://www.vaemployee.com> ARE NOT VEC Related Websites!

[About VEC](#) | [Contact Us](#) | [Policy, Privacy Statement and Disclaimer](#) | [Virginia Freedom of Information Act \(FOIA\)](#)

Copyright © 2012. All rights reserved. The Virginia Employment Commission Is An [Equal Opportunity Employer/Program](#). Auxiliary Aids and Services are Available Upon Request To Individuals With Disabilities.

Source URL: <http://www.vec.virginia.gov:80/policy-privacy-disclaimer>

Links:

- [1] <http://www.vec.virginia.gov:80/policy-privacy-disclaimer#access>
- [2] <http://www.vec.virginia.gov:80/policy-privacy-disclaimer#disclaimer>
- [3] <http://www.vec.virginia.gov:80/policy-privacy-disclaimer#linkingpolicy>

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- [4] <http://www.vec.virginia.gov:80/policy-privacy-disclaimer#downloads>
 - [5] <http://www.vec.virginia.gov:80/sites/default/files/documents/Virginia-Freedom-Of-Information-Act.pdf>
 - [6] <http://www.vec.virginia.gov:80/policy-privacy-disclaimer#privacy>
 - [7] <http://www.vec.virginia.gov:80/vec-local-offices>
 - [8] <http://www.vec.virginia.gov:80/>
 - [9] <https://www.vawc.virginia.gov/>
 - [10] <http://www.vec.virginia.gov:80/employers/post-a-job-or-find-a-candidate/employer-accounts-and-job-posting-policy>
 - [11] <http://www.adobe.com/prodindex/acrobat/readstep.html>
 - [12] <http://www.microsoft.com/download/en/details.aspx?id=4>
 - [13] <http://www.microsoft.com/downloads/details.aspx?FamilyID=048dc840-14e1-467d-8dca-19d2a8fd7485&DisplayLang=en>
 - [14] http://www.macromedia.com/shockwave/download/download.cgi?P1_Prod_Version=ShockwaveFlash&P5_Language=English
 - [15] <http://www.openoffice.org/download/index.html>
 - [16] <http://www.vec.virginia.gov:80/policy-privacy-disclaimer#data>
 - [17] <http://www.vec.virginia.gov:80/policy-privacy-disclaimer#cookie>
 - [18] <http://www.vec.virginia.gov:80/policy-privacy-disclaimer#child>
 - [19] <http://www.vec.virginia.gov:80/policy-privacy-disclaimer#contact>
 - [20] <http://leg1.state.va.us/cgi-bin/legp504.exe?000+cod+2.2-3800>
 - [21] <http://www4.law.cornell.edu/uscode/15/ch91.html#PC91>